



DISCLOSURE MATERIALS

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire and B Lab deems them to be material, the company must:

- 1) Be transparent about the disclosure issues identified on the company's public B Impact Report
- 2) Describe how the company has addressed this issue.
- 3) Demonstrate that management systems are in place to avoid similar issues from arising in the future.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to background checks by B Lab staff. Background checks include a review of public records, news sources, and search engines for company names, brands, executives/founders, and other relevant topics.

Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company.

DISCLOSURE QUESTIONNAIRE

Company Name: Glen Lyon Coffee Roasters
 Date Submitted: February 2022

Industries & Products	Yes	No
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.		
Animal Products or Services		✓
Biodiversity Impacts	✓	
Chemicals		✓
Company Explanation Of Disclosure Item Flags		✓
Disclosure Alcohol		✓
Disclosure Firearms Weapons		✓
Disclosure Mining		✓
Disclosure Pornography		✓
Disclosure Tobacco		✓
Energy and Emissions Intensive Industries	✓	
Fossil fuels		✓
Gambling		✓
Genetically Modified Organisms		✓
Illegal Products or Subject to Phase Out		✓
Industries at Risk of Human Rights Violations		✓
Monoculture Agriculture		✓
Nuclear Power or Hazardous Materials		✓
Payday, Short Term, or High Interest Lending		✓
Water Intensive Industries		✓
Tax Advisory Services		✓
Supply Chain Disclosures	Yes	No
Please indicate if any of the following statements are true regarding your company's significant suppliers.		
Business in Conflict Zones		✓
Child or Forced Labor		✓
Negative Environmental Impact		✓
Negative Social Impact		✓
Other		✓

Outcomes & Penalties	True	False
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.		
Anti-Competitive Behavior		✓
Breaches of Confidential Information		✓
Bribery, Fraud, or Corruption		✓
Company Explanation Of Disclosure Item Flags		✓
Company has filed for bankruptcy		✓
Consumer Protection		✓
Financial Reporting, Taxes, Investments, or Loans		✓
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)		✓
Labor Issues		✓
Large Scale Land Conversion, Acquisition, or Relocation		✓
Litigation or Arbitration		✓
On-Site Fatality		✓
Penalties Assessed For Environmental Issues		✓
Political Contributions or International Affairs		✓
Recalls		✓
Significant Layoffs		✓
Violation of Indigenous Peoples Rights		✓
Other		✓
Practices	True	False
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."		
Animal Testing		✓
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)		✓
Company Explanation Of Disclosure Item Flags		✓
Company prohibits freedom of association/collective bargaining		✓
Company workers are prisoners		✓
Conduct Business in Conflict Zones		✓
Confirmation of Right to Work		✓
Does not transparently report corporate financials to government		✓
Employs Individuals on Zero-Hour Contracts		✓
Facilities located in sensitive ecosystems		✓
ID Cards Withheld or Penalties for Resignation		✓
No formal Registration Under Domestic Regulations		✓
No signed employment contracts for all workers		✓
Overtime For Hourly Workers Is Compulsory		✓
Payslips not provided to show wage calculation and deductions		✓
Sale of Data		✓
Tax Reduction Through Corporate Shells		✓
Workers cannot leave site during non-working hours		✓
Workers not Provided Clean Drinking Water or Toilets		✓
Workers paid below minimum wage		✓
Workers Under Bond		✓
Other		✓

B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

Glen Lyon Coffee Roasters

UPDATED AS OF:

February 2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Energy Intensive Industries
SUMMARY OF ISSUE	As a coffee roaster, Glen Lyon Coffee Roasters operates in an industry that is energy intensive. The company uses electricity and natural gas (propane) to roast the coffee it imports. Natural gas produces as much as 38% less greenhouse gas emissions than other fossil fuels and is considered to be a transition fuel towards the goal of becoming carbon neutral. The company uses locally and sustainably sourced wood (biomass) to heat its roastery. It also has solar panels which contribute to between 4% and 12% of its energy usage. Propane and electricity are the primary contributors to its carbon footprint.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	100% of revenue comes from roasted coffee products
IMPACT ON STAKEHOLDERS	Energy intensive manufacturing activities, such as coffee roasting, pose an environmental risk due to the emissions produced by such energy use. The extent of environmental impact is dependent on the energy sources utilised and management practices in place to manage energy use.
IMPLEMENTED MGT PRACTICES	<p>"Glen Lyon has achieved its 2021 target of being carbon neutral for its scope one and two emissions at its roastery. Its next target is to be able to calculate and offset its scope three emissions by 2025. The company has taken the following steps to manage energy usage and carbon emissions:</p> <ul style="list-style-type: none"> • Track its energy usage and carbon footprint year on year • Invest in more energy efficient machinery • Invest in external cladding to better insulate the Roastery • Plant trees in partnership with the conservation charity Trees for Life to offset its carbon emissions <p>The company invests in modern, energy efficient espresso and roasting machinery. For example its espresso machine goes into eco mode when it is not being used and is as much as 40% more efficient than older machines. Glen Lyon Coffee Roasters has also committed to investing in a new electric coffee roaster (rather than being powered by propane) to further reduce its carbon footprint.</p> <p>In addition, it calculates and offsets roastery emissions by planting native trees in the Highlands of Scotland. This is something that its staff do as a team every autumn.</p>
OTHER MANAGEMENT COMMENTS	In 2021 Glen Lyon invested in their first bank of solar panels on their roastery roof. They plan to add to these original panels in the coming years.

B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

Glen Lyon Coffee Roasters

UPDATED AS OF:

February 2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Biodiversity Impact
SUMMARY OF ISSUE	As a coffee roaster, Glen Lyon Coffee Roasters operates in an industry that can have negative biodiversity impacts.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	100% of revenue comes from roasted coffee products
IMPACT ON STAKEHOLDERS	The industry poses a risk to the environment due to the risk of virgin forest being cleared to make way for coffee plantations, most commonly found with commodity coffee plantations and those that are more mechanised in their harvesting.
IMPLEMENTED MGT PRACTICES	"As a roaster of speciality coffees, Glen Lyon Coffee Roasters indicates only source high grown Arabica beans which are typically shade grown under a canopy of trees. When possible the company travels in person to origin to inspect the farms that it sources its coffees from. The company never knowingly buys coffee from a farm that has cut down virgin forest for coffee bushes. Where possible it buys coffee from farms such as its directly traded Fazenda Lobo in Brazil that are Rainforest Alliance certified.
OTHER MANAGEMENT COMMENTS	Many of the co-operatives, farms and exporters Glen Lyon work with have ongoing programs on good environmental practice and biodiversity protection.